

B.A. Part II (Economics Honours)  
Paper - IIIrd  
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The various labour legislations enacted by the Central Government can be classified into the following different broad categories:

**A. Laws relating to Industrial Relations-**

1. Industrial Disputes Act, 1947
2. Trade Unions Act, 1926

**B. Laws relating to Wages**

1. Minimum Wages Act, 1948
2. Payment of Wages Act, 1936
3. Payment of Bonus Act, 1965

**C. Laws relating to Social Security**

1. Employees' Provident Funds and Miscellaneous Provisions Act, 1952
2. Employees' State Insurance Act, 1948
3. Labour Welfare Fund Act (of respective States)
4. Payment of Gratuity Act, 1972
5. Employee's Compensation Act, 1923

**D. Laws relating to Working Hours, Conditions of Services and Employment**

1. Factories Act, 1948
2. Industrial Employment (Standing Orders) Act, 1946
3. Shops and Commercial Establishments Act (of respective States)
4. Contract Labour (Regulation and Abolition) Act, 1970

5. Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979
6. Weekly Holiday Act, 1942
7. National and Festival Holidays Act (of respective States) 1963
8. The Plantation Labour Act, 1951
9. The Mines Act, 1952
10. The Dock Workers (Safety, Health & Welfare) Act, 1986

**E. Laws relating to Equality and Empowerment of Women**

1. Equal Remuneration Act, 1976
2. Maternity Benefits Act, 1961

**F. Prohibitive Labour Laws**

1. Bonded Labour System (Abolition), Act, 1976
2. Child Labour (Prohibition & Regulation) Act, 1986
3. The Beedi and Cigar Workers (Conditions of Employment) Act, 1966
4. The Sexual Harassment at the Workplace (Prevention, Prohibition and Redressal) Act, 2013

**G. Laws relating to Employment and Training**

1. Apprentices Act, 1961
2. Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959

**LAWS RELATING TO INDUSTRIAL RELATIONS**

**Industrial Disputes Act, 1947**

The Industrial Disputes Act, 1947 (the "ID Act") has been enacted for the investigation and settlement of industrial disputes in any industrial establishment.

The Industrial Disputes Act defines "Industrial dispute" as a dispute or difference between workmen and employers or between workmen and workmen, which is connected with employment or non-employment or the terms of employment or with the conditions of labour. Dismissal of an individual workman is deemed to be an industrial dispute.

The ID Act provides for the constitution of the Works Committee, consisting of employers and workmen, to promote measures for securing and preserving amity and good relations between the employer and the workmen and, to that end, endeavours to resolve any material difference of opinion in respect of such matters.

The ID Act provides for the appointment of Conciliation Officers, Board of Conciliation, Courts of Inquiry, Labour Courts, Tribunals, and National Tribunals for settlement of disputes. Another method recognised for settlement of disputes is through arbitration. The Industrial disputes Act provides a legalistic way of settling disputes. The goal of preventive machinery as provided under the Act is to create an environment where the disputes do not arise at all. The ID Act prohibits unfair labour practices which are defined in the Fifth Schedule—strikes and lockouts (except under certain defined conditions and with proper notice). It also provides for penalties for illegal strikes and lockouts and unfair labour practices and provisions regarding lay off and retrenchment as well as compensation payable thereof.

The ID Act provides that an employer who intends to close down an industrial establishment shall obtain prior permission at least ninety days before the date on which he intends to close down the industrial establishment, giving the reasons thereof.

### **Trade Unions Act, 1926**

The Trade Unions Act, 1926 (the "Trade Unions Act") seeks to provide for the registration of Trade Unions in India and for the protection of the same. Further, the Trade Unions Act also in certain respects defines the law relating to registered Trade Unions like mode of registration, application for registration, provisions to be contained in the rules of a Trade Union, minimum requirement for membership of a Trade Union, rights and liabilities of registered Trade Unions, etc.